

To reduce barriers to recruitment, the Saskatchewan Immigrant Nominee Program (SINP) will accept related work experience for applications under the Hard-to-Fill Skills Pilot (HFS) in select occupations. This change will support employers in finding candidates to address urgent labour shortages in semi-skilled and low-skilled occupations, where on-the-job training is typical.

Beginning immediately, work experience in certain National Occupational Classifications (NOC) will be considered related and eligible work experience for some occupations under the HFS only. See table below for acceptable related work experience for select HFS eligible NOCs.

To be eligible to claim related work experience for an HFS eligible NOC you must have at least **one year of full-time work experience in the past three years** in a single related occupation. Work experience in multiple related occupations will not be acceptable to meet the one year of full-time work experience criteria. All other HFS eligibility criteria apply.

*Please note that when applying for a work permit with related experience, workers must prove they have the knowledge, satisfactory experience and/or physical ability to do the job. In cases where a worker is applying for a work permit with experience in an occupation different from the stated NOC, they need to provide as much evidence as possible that they have performed the duties (e.g. evidence can be a letter from the former employer).*

| HFS Eligible NOC | HFS Eligible NOC Title                                    | Acceptable Related Work Experience   |
|------------------|---|--|
| 14400            | Shippers and receivers                                    | 12013 - Supervisors, supply chain, tracking and scheduling coordination occupations<br>13201 - Production and transportation logistics coordinators<br>72024 – Supervisors, motor transport and other ground transit operators<br>70020 - Managers in transportation |
| 14401            | Storekeepers and parts persons                            | N/A  |
| 14404            | Dispatchers   | 12013 - Supervisors, supply chain, tracking and scheduling coordination occupations<br>13201 - Production and transportation logistics coordinators<br>72024 – Supervisors, motor transport and other ground transit operators<br>70020 - Managers in transportation |
| 32109            | Other technical occupations in therapy and assessment     | N/A  |
| 33102            | Nurse aides, orderlies and patient associates             | 32101 – Licensed practical nurses<br>31301 – Registered nurses and registered psychiatric nurses   |
| 33103            | Pharmacy technical assistants and pharmacy assistants     | N/A  |
| 33109            | Other assisting occupations in support of health services | 33102 – Nurse aides, orderlies and patient associates<br>31300 – Nursing coordinators and supervisors<br>32101 – Licensed practical nurse<br>31301 – Registered nurses and registered psychiatric nurses   |
| 44101            | Home support workers, caregivers and related occupations* | 33102 – Nurse aides, orderlies and patient associates  |
| 64314            | Hotel front desk clerks                                   | N/A  |

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|-------|---|---|
| 65102 | Store shelf stockers, clerks and order fillers                                  | 62010 - Retail sales supervisors<br>60020 - Retail and wholesale trade managers   |
| 65200 | Food and beverage servers   | 62020 – Food service supervisors<br>60030 - Restaurant and food service managers  |
| 65201 | Food counter attendants, kitchen helpers and related support occupations        | 62020 – Food service supervisors<br>60030 - Restaurant and food service managers  |
| 65310 | Light duty cleaners   | 62024 - Cleaning supervisors<br>65312 – Janitors, caretakers and heavy-duty cleaners<br>60031 - Accommodation Services Manager  |
| 65312 | Janitors, caretakers and heavy-duty cleaners                                    | 62024 – Cleaning supervisors<br>60031 - Accommodation Services Manager  |
| 73201 | General building maintenance workers and building superintendents               | N/A   |
| 73300 | Transport truck drivers   | N/A   |
| 73400 | Heavy Equipment operators (except crane)  | 72021 – Contractors and supervisors, heavy equipment operator crews   |
| 75101 | Material handlers   | N/A   |
| 75110 | Construction trades helpers and labourers                                       | 72014 – Contractors and supervisors, other construction trades, installers, repairers and servicers   |
| 84120 | Specialized livestock workers and farm machinery operators                      | 80020 - Managers in Agriculture   |
| 85100 | Livestock labourers   | 80020 - Managers in Agriculture   |
| 85101 | Harvesting labourers  | 80020 - Managers in Agriculture   |
| 85111 | Oil and gas drilling, servicing and related labourers                           | 82021 - Contractors and supervisors, oil and gas drilling and services  |
| 94105 | Metalworking and forging machine operators                                      | 92010 – Supervisors, mineral and metal processing   |
| 94106 | Machining tool operators  | 92010 – Supervisors, mineral and metal processing   |
| 94120 | Sawmill machine operators   | 92014 – Supervisors, forest products processing<br>72010 – Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations |
| 94140 | Process control and machine operators, food, beverage and associated processing | 92012 - Supervisors, food and beverage processing   |
| 94141 | Industrial butchers and meat cutters, poultry preparers and related workers     | 63201 – Butchers – retail and wholesale<br>65202 – Meat cutters and fishmongers – retail and wholesale  |
| 94204 | Mechanical assemblers and inspectors  | N/A   |
| 94213 | Industrial painters, coaters and Metal finishing process operators              | 92023 – Supervisors, other mechanical and metal products manufacturing  |
| 95101 | Labourers in Metal fabrication  | N/A   |
| 95106 | Labourers in food, beverage and associated Products processing                  | 92012 - Supervisors, food and beverage processing<br>94143 - Testers and graders, food and beverage processing  |
| 95109 | Other labourers in processing, manufacturing and utilities                      | N/A   |